

Compensation & Benefits

The King County Conservation District offers a competitive salary and benefits package. The salary range for this exempt administrative position is under review. Standard benefits are:

- ◆ Retirement: Provided through the Washington State Department of Retirement Services (www.drs.wa.gov)
- ◆ Health Insurance: The District participates in the Washington Health Care Authority (HCA), dental and long-term disability programs and the District contribution toward premium varies subject to dependent status. The District contribution covers 100% of the cost except at the full family level.
- ◆ The District administers unreimbursed medical expense accounts for eligible employees.
- ◆ Life Insurance: The District provides life insurance coverage.
- ◆ Leaves: 120 hours per year of vacation accrue upon hire and increases with longevity; 96 hours per year of sick leave is provided.
- ◆ Holidays: 10 District-observed holidays per year.

Other benefits are subject to negotiation with the District Board.



The Process

If you are interested in pursuing this unique and exceptional career opportunity, please forward a letter of interest, your resume, including your current salary, and five work-related references (who will not be contacted until mutual interest is established) to:

Bill Avery or Gary Rogers
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
Fax: 408-399-4423
E-mail: jobs@averyassoc.net
www.averyassoc.net

Final filing date: February 25, 2008

If you have any questions regarding this position, please contact Mr. Rogers at 541-330-8353 or Mr. Avery at 408-399-4424.



An Equal Opportunity Employer

The King Conservation District

invites your interest for the position of



Executive Director

The King Conservation District

The mission of the King Conservation District is to promote sustainable uses of natural resources through responsible stewardship. Since 1949, the KCD has been helping the people of King County manage their natural resources. The Renton-based King Conservation District (KCD) is a special purpose district encompassing most cities and all of the unincorporated area of King County.

On a voluntary basis, the District offers landowners free assistance and information regarding conservation and environmental issues. These cover a range of issues including water, air and soil quality protection, wildlife habitat enhancement and farm management as part of its non-regulatory and non-enforcing mandate. The KCD promotes conservation through demonstration projects, educational events, providing technical assistance and, in some cases, providing or identifying funds which may be available for projects.



The Organization

The King Conservation District is led by a five-member volunteer Board of Supervisors. Three of the members are elected by the voters of King County while the other two are appointed by the Washington Conservation Commission. Board members serve three year terms. The Board contributes local perspectives on important natural

resource management and conservation issues, sets district policy and directs the District work plan and budget. In addition, several committee members are appointed by the Board to serve as associate supervisors. These members provide valuable perspective to the work of the Board but are non-voting members. The District staff of fifteen (15) supports the Board by assisting with monthly meetings, implementing Board directives, and delivering the Board's resource conservation programs to the public.

The KCD is funded primarily by a renewable per-parcel assessment fee. The District receives some funding from the Washington State Conservation Commission. It also receives grants from other state, federal and local sources. The District's 2008 Program of Work outlines the dedication of special assessment collections of \$5.9 million to implement district priorities and initiatives. For additional information regarding the King Conservation District please visit the website at www.kingcd.org.



The Position of Executive Director

The Executive Director serves as the chief administrator of the District and will provide leadership to the district operations, programs & projects, personnel and grants. In reporting to the Board, the new Director will focus on the priorities identified in the Board's Program of Work, while engendering an organizational focus on shared values related to conservation and in creating a progressive and positive work environment.

The vital priorities of the work plan include, supporting the recovery of the salmon fishery, providing landowner natural resource management assistance, advocacy of sustainable agriculture practices, and continual evaluation and monitoring of natural resource conservation efforts. These collective efforts will require active involvement with and effective representation to the various intergovernmental entities and with the greater community throughout the region. Funding opportunities in the way of grants are also crucial to the programs and projects of the District. The Director will also interact with numerous local and statewide officials, including the King County Council, and will need to develop and maintain positive relationships with elected, appointed officials and all district constituents especially relating to the renewal of per-parcel assessment.



The Ideal Candidate

The new Executive Director will be a strategic, visionary leader who is committed to the mission and values of the District. Excellent communication and interpersonal skills, which incorporate a collaborative style, are essential towards advocating and evangelizing conservation interests. A keen awareness of organizational, community and political dynamics will also be necessary in this role. Equally important will be a sensitivity and empathy to all stakeholders, both large and small, which have a vested interest in the goals of the District. Solid administration and management skills are necessary to ensure smooth operational continuity within this small, committed organization. A high level of integrity, honesty, and professionalism are critical core values required in this role and a sense of humility and humor will be welcome characteristics.

The ideal candidate will have a strong working knowledge of conservation practices and regional environmental issues, preferably within the Puget Sound area. A keen understanding of budgets, finance, grant procurement and administration are absolute requirements. The position requires at least seven (7) years or progressively responsible professional and/or program experience within an environment of a special interest district, public agency, or a mission based private or non-profit entity, and at least three (3) or more years of management/supervisory experience. A BS/BA degree in General Agriculture, Communications, Environmental, Business or Public Administration, or a related field is required. A previous track record of successfully working with a board of directors or other elected and/or appointed officials is highly desirable.